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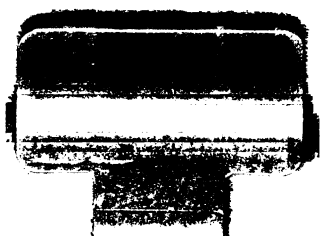
## Union Scale of Wages and Hours of Labor in Ohio on May 15, 1919

### THE INDUSTRIAL COMMISSION OF OHIO

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# THE INDUSTRIAL COMMISSION OF OHIO

DEPARTMENT OF  
INVESTIGATION AND STATISTICS

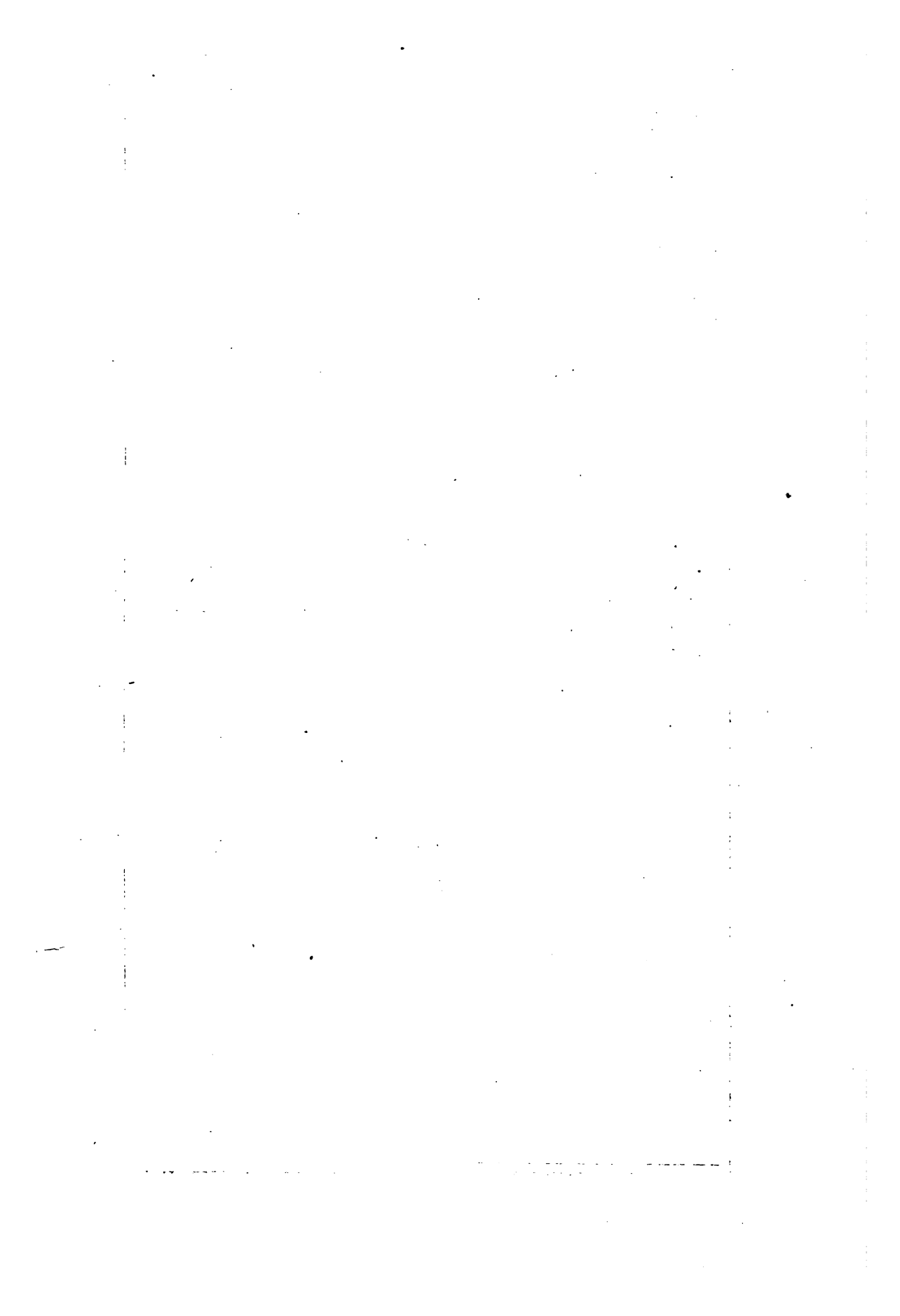
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## INTRODUCTION.

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This report is the sixth in an annual series of the same title issued in response to a continuing demand from organized labor in various localities and crafts for the wage and hour scales prevailing in their own or other trades in other sections of the state.

No comparative tables are introduced in this bulletin but, by application to this Department for previous numbers of this series, material for a study of the rise of union wages since 1914 may be obtained. The Department will also furnish free upon request copies of any agreements on file with it and information of changes in these scales occurring since May 15, the official date of this tabulation.

The authenticity of the figures published here is established by personal visit to the accredited officials of the unions. Only cities shown in the U. S. Census of 1910 as having a population of 25,000 or more are canvassed and, within these, only those trades in which a majority of the journeymen workers are union members or those in which a union minority has been able virtually to enforce a prevailing standard wage. Oral agreements with the full force of written contracts are accepted by our agents.

Careful estimates of the membership of the unions represented in this tabulation total 96,000. Some membership rolls were reduced by the absence in military service of members formerly carried.

Two-thirds of the agreements submitted to this Department contain provisions for the peaceable settlement of any or all disputes arising under them. Of those which do not so provide, almost one-half are in occupations within the Building Trades. Arrangements for arbitration show the widest variations, from temporary committees of different numbers and powers to permanent grievance boards holding regular meetings. That all these are effective in practice is indicated by the fact that an overwhelming per cent of all open or threatened disagreements were settled through their agencies. Strikes and lockouts were infrequent during the year. The War Labor Board made adjustments in the Building and Metal Trades and with Street Car Employees.

Brewery workers have been omitted from this publication. Otherwise the occupations embraced are as in former numbers. These are listed in full in the Appendix.

Figures for six cities—Cincinnati, Cleveland, Columbus, Toledo, Dayton and Youngstown—will appear also in the report on this subject issued annually by the U. S. Bureau of Labor Statistics.



CHARACTER OF CHANGES IN UNION WAGE SCALES, MAY 15, 1918,  
TO MAY 15, 1919

Trade	Number of agree- ments showing changes	Number of changes affecting—			
		Regular wage rate	Regular working hours	Holiday rates or hours	Overtime rates or hours
Bakeries .....	9	9	2	.....	.....
Building .....	120	120	8	.....	1
Metals .....	48	45	21	2	5
Printing .....	60	59	1	1	.....
Street Car Employes.....	6	6	1	.....	.....
Teamsters and Chauffeurs.	11	11	2	.....	.....
Total .....	254	250	35	3	6

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE,  
BY CITIES, ON MAY 15, 1919.**

**BAKERY TRADE.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
<b>Akron —</b>							
First hands .....	\$0.6667	1½	2	8		48	
Second hands .....	.6250	1½	2	8		48	
Third hands .....	.5833	1½	2	8		48	
Helpers .....	.4583	1½	2	8		48	
<b>Cincinnati —</b>							
Hand bakeries —							
Bench hands .....	a .4074	b 1½	c 2	9		54	
Foremen .....	a .4815	b 1½	c 2	9		54	
Ovenmen and mixers.....	a .4444	b 1½	c 2	9		54	
Helpers .....	a .3333	b 1½	c 2	9		54	
Machine bakeries —							
Bench hands .....	a .4583	b 1½	c 2	8		48	
Foremen .....	a .6042	b 1½	c 2	8		48	
Ovenmen and mixers.....	a .5208	b 1½	c 2	8		48	
Helpers .....	a .3750	b 1½	c 2	8		48	
<b>Cleveland —</b>							
Bohemian Union —							
Dough mixers .....	.6458	d	e 2	8		48	
First hands .....	f .6458	d	e 2	8		48	
Second hands .....	.6250	d	e 2	8		48	
Third hands .....	.5833	d	e 2	8		48	
German Union —							
First hands .....	.6250	1½	g	8		48	
Second hands .....	.5833	1½	g	8		48	
Helpers .....	.5208	1½	g	8		48	
Hebrew Union —							
Bench hands .....	.8222	h	i	7½		45	
Dough mixers and ovenmen.	.9333	j	i	7½		45	
Helpers .....	.7111	k	i	7½		45	
<b>Columbus —</b>							
Hand bakeries —							
Foremen .....	l .5833	1½	m 2	8		48	
Bench hands .....	l .4792	1½	m 2	8		48	
Mixers and spongers.....	l .5417	1½	m 2	8		48	
Machine bakeries —							
Foremen .....	l .7500	1½	m 2	8		48	
Bench hands .....	l .4792	1½	m 2	8		48	
First oven hands, mixers and spongers.....	l .5417	1½	m 2	8		48	
Second oven hands.....	l .5208	1½	m 2	8		48	
Helpers .....	l .4167	1½	m 2	8		48	

a Night scale, \$2 per week above day scale. Work to be performed between 9 P. M. and 3 A. M.

b Limited to 2 hours' overtime per day.

c For legal holidays and regular weekly rest day.

d 80 cents per hour.

e Work prohibited on May 1, July 4, Labor Day, Thanksgiving and New Year.

f \$4 extra for one night each week.

g Necessary work on Labor Day paid for as full day at time and one-half.

h 90 cents per hour. Work prohibited after 8 P. M.

i Allowed nine Hebrew holidays, with pay. Work on May 1 and Labor Day prohibited.

j \$1 per hour. Work prohibited after 8 P. M.

k 75 cents per hour. Work prohibited after 8 P. M.

l Work before 4 A. M. or after 6 P. M. classed as night work and paid \$5 per week above day scale.

m For July 4, Labor Day and Christmas only.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919—Continued.**

**BAKERY TRADE—Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Dayton —							
Hand bakeries —							
Bench hands .....	\$0.4680	1½	a 2	9		54	
First hands .....	.5556	1½	a 2	9		54	
Ovenmen and mixers.....	.5185	1½	a 2	9		54	
Helpers .....	.3833	1½	a 2	9		54	
Machine bakeries —							
Bench hands .....	.5208	1½	a 2	8		48	
First hands .....	.6250	1½	a 2	8		48	
Ovenmen and mixers.....	.5833	1½	a 2	8		48	
Helpers .....	.3750	1½	a 2	8		48	
Hamilton —							
Hand bakeries —							
Bench hands .....	.5208	1½		8		48	
Foremen, 4 man shop.....	.6250	1½		8		48	
Foremen, 8 man shop.....	.5833	1½		8		48	
Foremen, 2 man shop.....	.5417	1½		8		48	
Foremen, 1 man shop.....	.5208	1½		8		48	
Mixers .....	.5625	1½		8		48	
Machine bakeries —							
Bench hands .....	.5208	1½		8		48	
Foremen .....	.5833	1½		8		48	
Mixers .....	.6250	1½		8		48	
Ovenmen .....	.5625	1½		8		48	
Newark —							
Bench hands .....	.3833	b	c	9		54	
Foremen .....	.4680	b	c	9		54	
Second hands .....	.4074	b	c	9		54	
Helpers .....	.3833	b	c	9		54	
Youngstown —							
Hand bakeries —							
First hands .....	.7917	1½	d	8		48	
Second hands .....	.7292	1½	d	8		48	
Third hands .....	.6667	1½	d	8		48	
Machine bakeries —							
Bench hands .....	.6667	1½	d	8		48	
Foremen .....	.8333	1½	d	8		48	
Ovenmen, dough mixers and utility men .....	.7292	1½	d	8		48	
Helpers .....	.4167	1½	d	8		48	

**BUILDING TRADES.**

**ASBESTOS WORKERS.**

Cincinnati .....	\$0.7000	1½	e 2	8	4	44	12
Cleveland —							
Journeymen' .....	.8000	f 1½	g 2	8	4	44	12
Helpers .....	.5400	f 1½	g 2	8	4	44	12

**BRICK LAYERS.**

Akron .....	\$0.9000	f 1½	e 2	8	4	44	12
Canton .....	.9000	h 1½	i 2	8	4	44	12

a Work on Labor Day and Christmas prohibited.

b 40 cents per hour.

c Work prohibited on New Year, Labor Day, Thanksgiving and Christmas. Other holidays, 40 cents per hour.

d Work prohibited on New Year, Decoration Day, July 4, Labor Day, Thanksgiving and Christmas. Full pay for said holidays.

e Work on Labor Day prohibited.

f Saturday afternoon, double time.

g Labor Day, triple time.

h Work on Saturday afternoon prohibited.

i Work prohibited on July 4, Labor Day, Thanksgiving and Christmas.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**BUILDING TRADES — Continued.**

**BRICKLAYERS — Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Cincinnati .....	\$0.9000	2	2	a 8	5	45	12
Cleveland —	.9000	b 1½	2	8	4	44	12
Sewer work .....	1.1000	b 1½	2	8	4	44	12
Tunnel work .....	1.2500	b 1½	2	8	4	44	12
Columbus .....	.8750	b 1½	2	8	4	44	12
Dayton .....	.9000	2	2	8	5	45	12
Hamilton .....	1.0000	2	2	8	5	45	12
Lima .....	.8750	b 1½	2	8	4	44	12
Lorain .....	.9000	c 1½	2	8	d 4	d 48	6
Newark .....	.8000	1½	2	8	4	44	12
Springfield .....	.7500	b 1½	e 2	8	4	44	12
Toledo .....	.9500	b 1½	2	8	4	44	12
Youngstown .....	f .9000	b 1½	2	8	4	44	12
Zanesville .....	.8750	g 1½	2	8	4	44	12

**BUILDING LABORERS.**

Cincinnati .....	.4000	1½	e 2	9	5	50	12
Cleveland .....	.5750	b 1½	2	8	4	44	12

**CARPENTERS.**

Akron .....	.7500	b 1½	e 2	h 8	4	44	12
Canton .....	.8500	b 1½	e 2	8	4	44	12
Cincinnati .....	.7000	2	e 2	a 8	4½	44½	12
Cleveland .....	.8500	i 1½	2	8	4	44	12
Mill work .....	.6500	b 1½	e 2	8	4	44	12
Parquetry floor layers.....	1.0000	b 1½	j 2	8	4	44	12
Columbus .....	.7500	k 1½	e 2	a 8	4	44	12
Dayton .....	.7500	1½	e 2	a 8	5	45	12
Hamilton .....	.7500	b 1½	e 2	8	5	45	12
Lima .....	.6000	1½	2	9	.....	54	.....
Lorain .....	.7500	l 1½	e 2	a 8	m 4	m 48	3
Newark .....	.7000	1½	2	8	.....	48	.....
Springfield .....	.7000	b 1½	e 2	8	4	44	12
Toledo .....	.7000	k 1½	e 2	8	4	44	12
Youngstown .....	f .7500	b 1½	2	a 8	4	44	12
Zanesville .....	.6000	1½	2	8	.....	48	.....
Mill work .....	.3889	1½	2	9	8	53	12

**CEMENT WORKERS.**

Cincinnati .....	.6000	1½	e 2	9	5	50	12
Cleveland .....	.8000	2	e 2	8	4	44	12
Columbus .....	.6000	1½	e 2	8	.....	48	.....
Youngstown .....	f .7500	1½	2	8	4	44	12

**COMPOSITION ROOFERS.**

Cincinnati .....	.5000	1½	e 2	8	.....	48	.....
Foremen .....	.6000	1½	e 2	8	.....	48	.....
Helpers .....	.3500	1½	e 2	8	.....	48	.....
Cleveland .....	.6600	b 1½	2	8	4	44	12

a When working two or more shifts, men on second and third shifts receive 8 hours' pay for 7 hours' work.

b Saturday afternoon, double time.

c April to September, inclusive, double time on Saturday afternoon.

d April to September, inclusive, 4 hours on Saturday and 44 hours per week.

e Work on Labor Day prohibited.

f Strike on at this date.

g Saturday afternoon, single time.

h When working more than one shift, men on third shift receive 8 hours' pay for 7 hours' work.

i After midnight and on Saturday afternoon, double time. When working two or more shifts, 8

hours' pay for 7 hours' work.

j Work prohibited on July 4 and Labor Day.

k After midnight and on Saturday afternoon, double time.

l After midnight, and on Saturday afternoon, June to August inclusive, double time.

m June to August, inclusive, 4 hours on Saturday and 44 hours per week.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**BUILDING TRADES — Continued.**

**ELEVATOR CONSTRUCTORS.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Cincinnati .....	\$0.7500	2	a 2	8	4	44	12
Cleveland .....	.9000	2	a 2	8	4	44	12
Columbus .....	.8000	2	2	8	4	44	12
Toledo .....	.7250	2	b 2	8	4	44	12

**ELEVATOR CONSTRUCTORS, HELPERS.**

Cincinnati .....	.5000	2	a 2	8	4	44	12
Cleveland .....	.6000	2	a 2	8	4	44	12
Columbus .....	.5500	2	2	8	4	44	12
Toledo .....	.4750	2	b 2	8	4	44	12

**ENGINEERS, PORTABLE AND HOISTING.**

Akron .....	.9000	c 1½	2	8	4	44	12
Cranemen .....	d	c 1½	2	8	4	44	12
One- and two-man steam shovels .....	e	c 1½	2	8	4	44	12
Steam shovel firemen .....	f	c 1½	2	8	4	44	12
Cincinnati — Broken time .....	.7000	c 1½	2	8	5	45	12
Straight time .....	.6222	c 1½	2	8	5	45	12
Cleveland — Boom derricks, air compres- sors and locomotive cranes.	1.0000	c 1½	2	g 8	4	44	12
Brick and chain hoist and sewer work .....	.9500	c 1½	2	g 8	4	44	12
Columbus .....	.7500	1½	h 2	8	.....	48	.....
Steam shovel .....	i	.....	.....	.....	.....	.....	.....
Dayton .....	.7500	2	a 2	8	5	45	12
Toledo — Boom derricks, locomotive cranes and air compressors.	.9000	c 1½	2	8	4	44	12
Cage hoists, concrete mixers, pile drivers and road rollers	.8000	c 1½	2	8	4	44	12
Youngstown — Concrete mixers .....	j .7000	1½	2	8	4	44	12
Locomotive cranes .....	k .8000	1½	2	8	4	44	12
Structural steel .....	l .9000	1½	2	8	4	44	12

**GLAZIERS.**

Cincinnati .....	.6000	k 1½	a 2	8	4	44	12
Lead and Metal — Bevelers .....	.4250	c 1½	a 2	8	4½	44½	12
Cutters .....	.4500	c 1½	a 2	8	4½	44½	12
Setters .....	.3750	c 1½	a 2	8	4½	44½	12
Cleveland .....	.6500	c 1½	a 2	8	4	44	12

**GRANITE CUTTERS.**

Cincinnati — Building work .....	.9000	1½	2	8	4	44	12
Inside men .....	.7500	1½	2	8	4	44	12
Machine men .....	.8200	1½	2	8	4	44	12
Cleveland — Building work .....	.9500	l 1½	2	8	4	44	12
Inside and monumental work ..	.8125	l 1½	2	8	4	44	12
Surfacing machine work .....	.8438	l 1½	2	8	4	44	12

a Work on Labor Day prohibited.

b Work prohibited on Labor Day and Washington's Birthday.

c Saturday afternoon, double time.

d \$150 per month.

e \$200 per month.

f \$125 per month.

g When working three shifts, 8 hours' pay for 7½ hours' work.

h For Sunday, July 4, Labor Day, Thanksgiving and Christmas.

i \$175 per month of 26 days.

j Strike on at this date.

k Paid straight time for completion of job; ordinary work, one hour; plate glass setting, 2 hours.

l After 8 P. M. and on Saturday afternoon, double time.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919—Continued.**

**BUILDING TRADES—Continued.**

**GRANITE CUTTERS—Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Toledo .....	<i>a</i> \$.7500	<i>b</i> 1½	2	8	4	44	12
Surface cutting .....	.8000	<i>b</i> 1½	2	8	4	44	12
Zanesville .....	.7000	<i>b</i> 1½	2	8	4	44	12
Building work .....	.7313	<i>b</i> 1½	2	8	4	44	12
Surfacing machine work.....	.7313	<i>b</i> 1½	2	8	4	44	12

**HOD CARRIERS.**

Akron .....	.5500	<i>c</i> 1½	2	8	4	44	12
Cincinnati—							
Brickmen .....	.5750	1½	<i>d</i> 2	8	5	45	12
Mortarmen .....	.6500	1½	<i>d</i> 2	8	5	45	12
Cleveland .....	.5750	<i>b</i> 1½	2	8	4	44	12
Columbus .....	.6000	<i>b</i> 1½	2	8	4	44	12
Dayton .....	.6000	2	2	8	5	45	12
Brickmen .....	.5000	<i>b</i> 1½	<i>d</i> 2	8	4	44	12
Mortarmen .....	.5500	<i>b</i> 1½	<i>d</i> 2	8	4	44	12
Youngstown .....	<i>e</i> .5625	1½	<i>d</i> 2	8	4	44	12

**INSIDE WIREMEN.**

Akron .....	.8125	3	2	8	4	44	12
Canton .....	.6250	<i>b</i> 1½	2	8	4	44	12
Cincinnati .....	.7188	2	2	8	4½	44½	12
Cleveland .....	.9000	2	2	8	4	44	12
Fixture hangers .....	.8000	2	2	8	4	44	12
Columbus .....	.6250	<i>f</i> 1½	<i>d</i> 2	8	4	44	12
Dayton .....	.8000	<i>g</i> 1½	2	8	4	44	12
Hamilton .....	.7500	<i>h</i> 1½	<i>d</i> 2	8	4½	44½	12
Fixture hangers .....	.6500	<i>h</i> 1½	<i>d</i> 2	8	4½	44½	12
Lorain .....	.7750	1½	<i>d</i> 2	8	4	44	12
Springfield .....	.7500	<i>b</i> 1½	<i>d</i> 2	8	4	44	12
Toledo .....	.8000	<i>c</i> 1½	2	8	4	44	12
Fixture hangers .....	.5556	1½	2	9	4½	49½	12
Youngstown .....	<i>e</i> .9000	<i>f</i> 1½	2	8	4	44	12
Fixture hangers .....	<i>e</i> .7500	<i>f</i> 1½	2	8	4	44	12

**LATHERS, WOOD, WIRE AND METAL.**

Akron—							
Wire and metal.....	.7000	<i>b</i> 1½	2	8	4	44	12
Wood .....	<i>f</i>	<i>b</i> 1½	2	8	4	44	12
Cincinnati—							
Metal .....	.6875	<i>b</i> 1½	2	8	4½	44½	12
Wood .....	<i>k</i>	<i>b</i> 1½	2	8	4½	44½	12
Cleveland—							
First class .....	.8500	2	2	8	4	44	12
Second class .....	.7500	2	2	8	4	44	12
Dayton—							
Wire and metal.....	.8000	2	2	8	4	44	12
Wood .....	<i>l</i>	2	2	8	4	44	12

*a* 50 cents per day extra when engaged in building work.

*b* Saturday afternoon, double time.

*c* After 6 P. M., double time.

*d* Work on Labor Day prohibited.

*e* Strike on at this date.

*f* After midnight, double time.

*g* After two hours and after 2 P. M. on Saturday, double time. When working on second or third shift, time and one-fourth after 4 hours.

*h* After 10 P. M., double time.

*i* June to September, inclusive, 4½ hours on Saturday and 44½ hours per week.

*j* Hard wood, \$4.30 per M.; soft wood, \$4.00 per M.

*k* Per yard: 3-foot laths, 6 cents; 4-foot laths, 7 cents.

*l* \$4.25 per M.

# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919—Continued.

## **BUILDING TRADES—Continued.**

LATHERS, WOOD, WIRE AND METAL—Concluded.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Lorain—							
Wood and metal .....	\$0.8125	1½	2	8	.....	48	.....
Wood, piece work .....	a	1½	2	8	.....	48	.....
Toledo .....	.8750	b 1½	2	8	4	44	12
Youngstown—							
Wire and metal .....	c .8750	d 2	e 2	8	4	44	12
Wood, piece work .....	c f	d 2	e 2	8	4	44	12

## **MARBLE SETTERS.**

Akron .....	.8500	g 1½	e 2	8	4	44	12
Cincinnati .....	.9273	g 1½	2	8	4	44	12
Mosaic and terrazo layers .....	.5000	1½	1½	8	4	44	12
Helpers .....	.4000	1½	2	8	5	45	12
Cleveland .....	.85.0	g 1½	2	8	4	44	12
Dayton .....	.8500	2	2	8	4	44	12

## **OUTSIDE WIREMEN.**

Akron .....	.6500	1½	2	9	4½	49½	12
Cincinnati .....	.5556	2	2	9	h 5	h 54	4
Foremen .....	.6111	2	2	9	h 5	h 54	4
Cleveland .....	.7813	i 1½	2	8	4	44	12
Dayton .....	.7000	1½	2	8	4	44	12
Hamilton .....	.5500	1½	e 2	f	.....	j 48	.....
Lima .....	.4500	.....	.....	9	.....	54	.....
Foremen .....	.5100	.....	.....	9	.....	54	.....
Newark .....	.5278	1½	2	9	.....	54	.....
Foremen .....	.5356	1½	2	9	.....	54	.....
Toledo—							
Light and power .....	.5600	1½	2	8	.....	48	.....
Telephone .....	.5313	1½	2	8	.....	48	.....
Youngstown .....	c .8170	h 1½	2	8	l 7	47	.....

## **PAINTERS.**

Akron .....	.7000	g 1½	e 2	8	4	44	12
Canton .....	.7000	g 1½	e 2	8	4	44	12
Cincinnati .....	.6250	g 1½	m 2	8	4	44	12
Fresco .....	.6750	g 1½	m 2	8	4	44	12
Hardwood finishers .....	.3250	1½	n 2	9	5	50	.....
Sign .....	.7500	g 1½	e 2	8	4	44	12
Cleveland .....	.7500	d 1½	e 2	8	4	44	12
Hardwood finishers .....	.6750	1½	1½	8	4	44	12
Sign .....	.8750	1½	1½	8	4	44	12
Structural iron and bridge .....	1.0000	g 1½	2	8	4	44	12
Columbus .....	.7000	1½	e 2	8	4	44	12
Structural iron and bridge .....	.8500	1½	e 2	8	4	44	12
Dayton .....	o .6500	p 1½	e 2	8	4	44	12
Sign .....	.7500	1½	2	8	4	44	12

a Hard wood laths, \$5.00 per M.; soft wood, \$4.60 per M.

b Work on Saturday afternoon prohibited until 4 P. M.

c Strike on at this date.

d Work on Saturday afternoon prohibited.

e Work on Labor Day prohibited.

f Soft wood, \$4.50 per M.; all other, \$4.75 per M.

g Saturday afternoon, double time.

h June to September, inclusive, 5 hours on Saturday and 50 hours per week, with full pay.

i After midnight and on Saturday afternoon, double time.

j Hours vary, but total 48 per week.

k After midnight, double time.

l Saturday, 8 hours' pay for 7 hours' work.

m Work prohibited on Decoration Day, July 4, Labor Day, Thanksgiving and Christmas.

n Sunday rate only.

o When working 50 feet or more above ground, 70 cents per hour.

p After midnight, double. Work on Saturday afternoon prohibited.

# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919—Continued.

## BUILDING TRADES—Continued.

### PAINTERS—Concluded.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Hamilton .....	\$0.6500	a 1½	b 2	8	4	44	12
Sign .....	.7500	a 1½	b 2	8	4	44	12
Lorain .....	.7500	1½	b 2	8	.....	48	.....
Newark .....	.5500	1½	c 2	8	.....	48	.....
Springfield .....	.6000	2	b 2	8	4	44	12
Toledo .....	.7500	d 1½	b 2	8	4	44	12
Youngstown .....	e .6875	f 1½	g 2	8	4	44	12
Sign .....	1.0000	1½	2	8	4	44	12
Zanesville .....	.6000	1½	2	8	.....	48	.....

### PAVERS.

Cincinnati—							
Brick or wooden block.....	.7500	1½	2	8	7	47	.....
Granite or boulder.....	.5500	1½	2	8	7	47	.....
Cleveland—							
Stone block .....	.8500	1½	h 2	8	.....	48	.....

### PLASTERERS.

Akron .....	.8125	2	b 2	8	4	44	12
Canton .....	.8750	i 2	b 2	8	4	44	12
Cincinnati .....	.8750	f 2	j 2	8	4½	44½	12
Laborers .....	.6500	f 1½	b 2	8	5	45	12
Cleveland .....	.9000	f 2	b 2	8	4	44	12
Laborers .....	.5750	a 1½	b 2	8	4	44	12
Columbus .....	.7500	f 2	k 2	8	4	44	12
Dayton .....	.8250	1½	b 2	8	4	44	12
Hamilton .....	.7500	1½	b 2	8	4	44	12
Lorain .....	.9000	l 1½	2	8	m 4	m 48	6
Newark .....	.7500	1½	2	8	.....	48	.....
Springfield .....	.7500	a 1½	b 2	8	4	44	12
Toledo .....	.8750	f 1½	b 2	8	4	44	12
Youngstown .....	e .8750	f 2	b 2	8	4	44	12
Zanesville .....	.7500	a 1½	2	8	4	44	12

### PLUMBERS.

Akron .....	.8125	d 1½	2	8	4	44	12
Canton .....	.8000	a 1½	b 2	8	4	44	12
Cincinnati .....	.7500	n 1½	b 2	8	4	44	12
Cleveland .....	.9000	2	2	8	4	44	12
Columbus .....	.7500	2	2	8	4	44	12
Dayton .....	.8000	2	2	8	4	44	12
Hamilton .....	.8000	2	b 2	8	4	44	12
Lima .....	.5500	o 1½	2	8	4	44	12
Lorain .....	.7500	p 1½	2	8	q 4	q 48	8
Newark .....	.7500	r 1½	s 2	8	.....	48	.....

a Saturday afternoon, double time.

b Work on Labor Day prohibited.

c For Sunday, Decoration Day, July 4, Christmas and New Year. Work on Labor Day prohibited.

d After midnight and on Saturday afternoon, double time.

e Strike on at this date.

f Work on Saturday afternoon prohibited.

g Work prohibited on Labor Day and Christmas.

h Sunday rate only.

i Saturday afternoon, work prohibited until 5 P. M.

j Work prohibited on Decoration Day, July 4, Labor Day and Christmas.

k For Sunday, July 4 and Christmas. Work on Labor Day prohibited.

l April to September, inclusive, double time for Saturday afternoon.

m April to September, inclusive, 4 hours on Saturday and 44 hours per week.

n April 6 P. M. and on Saturday afternoon, double time.

o After midnight, double time.

p After midnight and after 4:30 P. M. on Saturday, double time.

q June to August, inclusive, 4 hours on Saturday and 44 hours per week.

r After 4:30 P. M. on Saturday, double time.

s For Sunday, New Year, Decoration Day, Labor Day, Thanksgiving, Christmas and Plumbers'

Picnic Day.



# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919 — Continued.

## BUILDING TRADES — Continued.

### PLUMBERS — Concluded.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Springfield .....	\$0.6111	a 1½	2	8	4	44	12
Toledo .....	.7500	2	2	8	4	44	12
Youngstown .....	b .9000	c 1½	2	8	d 4	d 48	4
Zanesville .....	.6250	e 1½	f 2	8	.....	48	.....

### SHEET METAL WORKERS.

Akron .....	.6900	1½	2	9	4½	49½	12
Cincinnati .....	.5600	1½	g 2	8	.....	48	.....
Coppersmiths .....	.7500	2	2	8½	4½	48	12
Cleveland .....	.8500	h 1½	g 2	8	4	44	12
Columbus .....	.4500	1½	1½	8	.....	48	.....
Dayton .....	.7500	i 1½	2	8	5	45	12
Newark .....	.6500	1½	2	8	.....	48	.....
Springfield .....	.5500	j 1½	g 2	8	4	44	12
Toledo .....	.7000	1½	2	8	4	44	12
Youngstown .....	b .7500	k 1½	g 2	8	4	44	12
Zanesville .....	.6000	1½	2	8	.....	48	.....

### SLATE AND TILE ROOFERS.

Cincinnati .....	.7000	1½	g 2	8	4	44	12
Cleveland .....	1.0000	1½	2	8	4	44	12

### STEAM AND GAS FITTERS.

Akron .....	.8125	a 1½	2	8	4	44	12
Cincinnati .....	b .8100	a 1½	2	8	4	44	12
Helpers .....	b .4000	a 1½	2	8	4	44	12
Cleveland .....	.9000	2	2	8	4	44	12
Helpers .....	.4375	2	2	8	4	44	12
Columbus .....	.7500	2	2	8	4	44	12
Dayton .....	.8000	2	2	8	4	44	12
Hamilton .....	.8000	2	g 2	8	4	44	12
Lorain .....	.7500	l 1½	2	8	m 4	m 48	3
Newark .....	.7500	n 1½	o 2	8	.....	48	.....
Springfield .....	.6111	a 1½	2	8	4	44	12
Toledo .....	.7500	2	2	8	4	44	12
Youngstown .....	b .9090	c 1½	2	8	d 4	d 48	4
Zanesville .....	.6250	e 1½	2	8	.....	48	.....

### STONE CUTTERS.

Canton .....	.8500	.....	.....	8	4	44	12
Cincinnati .....	.7750	j 1½	2	8	4	44	12
Cleveland .....	.8000	j 1½	2	8	4	44	12
Curbstone .....	.8500	1½	1½	8	.....	48	.....
Columbus .....	.8500	p	.....	8	4	44	12
Toledo .....	.8500	1½	2	8	4	44	12
Curbstone .....	.7500	.....	.....	8	4	44	12
Youngstown .....	.8500	1½	2	8	4	44	12
Zanesville .....	.8500	.....	.....	8	4	44	12

a After midnight and on Saturday afternoon, double time.

b Strike on at this date.

c Saturday afternoon, June to September inclusive, double time.

d June to September, inclusive, 4 hours on Saturday and 44 hours per week.

e Saturday night, double time.

f For Sunday, July 4, Labor Day, Thanksgiving and Christmas.

g Work on Labor Day prohibited.

h After midnight, double time.

i After 6 P. M. and on Saturday afternoon, double time.

j Saturday afternoon, double time.

k After 9 P. M. and on Saturday afternoon, double time.

l After midnight and after 4:30 P. M. on Saturday, double time.

m June to August, inclusive, 4 hours on Saturday and 44 hours per week.

n After 4:30 P. M. on Saturday, double time.

o For Sunday, New Year, Decoration Day, Labor Day, Thanksgiving, Christmas and Plumbers' Picnic Day.

p Work prohibited.

# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919—Continued.

## BUILDING TRADES—Concluded.

### STONE MASONS.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holiday is in Effect.
Akron .....	\$0.9000	a 1½	b 2	8	4	44	12
Cincinnati .....	.7000	a 1½	2	8	4	44	12
Cleveland .....	.9000	a 1½	2	8	4	44	12
Columbus .....	.8000	a 1½	2	8	4	44	12
Lorain .....	.9000	c 1½	2	8	d 4	d 48	6
Newark .....	.8000	a 1½	2	8	4	44	12
Toledo .....	.9500	a 1½	2	8	4	44	12

### STRUCTURAL IRON WORKERS.

Cincinnati .....	e .7500	a 1½	2	8	4	44	12
Helpers .....	e .4500	a 1½	2	8	4	44	12
Cleveland .....	1.0000	2	2	f 8	4	44	12
Columbus .....	.9000	2	2	8	4	44	12
Dayton .....	.8750	1½	2	8	4	44	12
Toledo .....	.9000	a 1½	2	8	4	44	12
Youngstown .....	e 1.0000	2	2	f 8	4	44	12

### TILE LAYERS.

Akron .....	.7500	1½	2	8	.....	48	.....
Cincinnati .....	.7864	1½	2	8	4	44	12
Helpers .....	.4636	1½	2	8	4	44	12
Cleveland .....	.7500	g 1½	2	8	4	44	12
Helpers .....	.8750	g 1½	2	8	4	44	12
Dayton .....	.7500	2	2	8	4	44	12
Toledo .....	.7841	a 1½	2	8	4	44	12
Youngstown .....	e .8000	h 1½	b 2	8	4	44	12

## METAL TRADES.

### BLACKSMITHS, RAILROAD SHOPS.

Cincinnati .....	.6800	1½	1½	8	.....	48	.....
Cleveland .....	.6800	1½	1½	8	i 4½	i 48	4
Columbus .....	.6800	1½	1½	8	.....	48	.....
Lima .....	.6800	1½	1½	8	.....	48	.....
Newark .....	.6800	1½	1½	8	.....	48	.....
Toledo .....	.6800	1½	1½	8	.....	48	.....

### BLACKSMITHS' HELPERS, RAILROAD SHOPS.

Cincinnati .....	.4500	1½	1½	8	.....	48	.....
Cleveland .....	.4500	1½	1½	8	i 4½	i 48	4
Columbus .....	.4500	1½	1½	8	.....	48	.....
Lima .....	.4500	1½	1½	8	.....	48	.....
Toledo .....	.4500	1½	1½	8	.....	48	.....

### BOILER MAKERS.

Cincinnati—							
Field work .....	.6250	2	b 2	9	4½	49½	12
Field work, high stack .....	.7000	2	b 2	9	4½	49½	12
Manufacturing shops .....	.6500	2	b 2	9	4½	49½	12
Railroad shops .....	.6800	1½	1½	8	.....	48	.....
Cleveland—							
Field work .....	.9000	2	2	8	4	44	12
Field work, high stack .....	1.2500	2	2	8	4	44	12
Manufacturing shops .....	.7000	2	2	9	4½	49½	12
Railroad shops, Roads A, B & C .....	.6800	1½	1½	8	.....	48	.....
Railroad shops, Road D .....	.6800	1½	1½	8	i 4½	i 48	4

a Saturday afternoon, double time. b Work on Labor Day prohibited.

c April to September, inclusive, double time for Saturday afternoon.

d April to September, inclusive, 4 hours on Saturday and 44 hours per week.

e Strike on at this date.

f When working three shifts, 8 hours' pay for 7 hours' work.

g After midnight, double time. Work on Saturday afternoon prohibited.

h Work on Saturday afternoon prohibited.

i June to September, inclusive, 4½ hours on Saturday and 44½ hours per week, with full pay.

# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919—Continued.

## METAL TRADES—Continued.

### BOILERMAKERS—Concluded.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Columbus—							
Railroad shops .....	\$0.6800	1½	1½	8		48	
Lima—							
Railroad shops .....	.6800	1½	1½	8		48	
Newark—							
Railroad shops .....	.6800	1½	1½	8		48	
Toledo—							
Field work .....	.85 <sup>a</sup> 0	2	a 2	8	4	44	12
Iron shipbuilders .....	.8000	b 1½	1½	8	4	44	12
Manufacturing shops .....	.75 <sup>c</sup> 0	2	a 2	8	4	44	12
Railroad shops .....	.6800	1½	1½	8		48	
Youngstown—							
Manufacturing shops .....	.6850	1½		8		48	
Outside work .....	.8500	2	2	8	4	44	12
Railroad shops .....	.6800	1½	1½	8		48	

### BOILERMAKERS, HELPERS.

Cincinnati—							
Field work .....	.8500	2	c 2	9	4½	49½	12
Manufacturing shops .....	.8500	2	c 2	9	4½	49½	12
Railroad shops .....	.4500	1½	1½	8		48	
Cleveland—							
Field work .....	.7500	2	2	8	4	44	12
Manufacturing shops .....	.5500	2	2	9	4½	49½	12
Railroad shops, Roads A, B, C .....	.4500	1½	1½	8		48	
Railroad shops, Road D .....	.4500	1½	1½	8	d 4½	d 48	4
Columbus—							
Railroad shops .....	.4500	1½	1½	8		48	
Lima—							
Railroad shops .....	.4500	1½	1½	8		48	
Newark—							
Railroad shops .....	.4500	1½	1½	8		48	
Toledo—							
Field work .....	.7500	2	a 2	8	4	44	12
Iron shipbuilders .....	.6400	b 1½	1½	8	4	44	12
Manufacturing shops .....	.5500	2	a 2	8	4	44	12
Railroad shops .....	.4500	1½	1½	8		48	
Youngstown—							
Manufacturing shops .....	.7750	2	2	8	4	44	12
Outside work .....	.5000	1½		8		48	
Railroad shops .....	.4500	1½	1½	8		48	

### COREMAKERS.

Cincinnati .....	.5833	1½	2	9		54	
Dayton .....	.7000	1½	2	8		48	

### HORSESHOERS.

Akron .....	.7500	e	e	9	f 5	f 54	8
Cincinnati .....	.6660	g	h	9	i 8	i 58	8

a Triple time on Labor Day.

b Dry dock work, double time.

c Work on Labor Day prohibited.

d June to September, inclusive, 4½ hours on Saturday and 44½ hours per week, with full pay.

e \$1.00 per hour.

f April to November, inclusive, 5 hours on Saturday and 50 hours per week, with full pay.

g 85 cents per hour.

h Work prohibited on New Year, Washington's Birthday, Decoration Day, July 4, and Horsehoers' Day. Paid in full for these days. Sundays and other holidays, 85 cents per hour.

i March to October, inclusive, 5 hours on Saturday and 55 hours per week, with full pay.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**METAL TRADES — Continued.**

**HORSESHOERS — Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Cleveland .....	\$0.5833	<i>a</i>	<i>a</i>	9	5	50	12
Columbus .....	.5400	<i>b</i>	<i>b</i>	9	5	50	12
Hamilton .....	.4800	<i>b</i>	<i>b</i>	9	5	50	12
Toledo .....	.6000	<i>c</i>	<i>c</i>	9	5	50	12

**MACHINISTS.**

Akron —							
All round men.....	.7500	1½	2	8		48	
Die sinkers .....	.8500	1½	2	8		48	
Jobbing shops .....	.6500	1½	2	8		48	
Railroad shops .....	.6800	1½	2	8		48	
Specialists .....	.5750	1½	2	8		48	
Tool makers .....	.8000	1½	2	8		48	
Cincinnati —							
All round men, manufacturing shops .....	.5000	1½	2	<i>d</i>		<i>d</i> 48	
Automobile mechanics .....	.3750			8½		50	
Brewery .....	.6500	<i>e</i> 1½	<i>f</i> 2	8		48	
City employees .....	.5000	1½	2	8		48	
Jobbing shops .....	.5500	<i>g</i> 1½	2	8		48	
Outside repair shops.....	.6000	<i>g</i> 1½	2	8		48	
Railroad shops .....	.6800	1½	1½	8		48	
Sewing machine adjusters.....	.5882			8½		51	
Tool and die makers.....	.7000	1½	2	<i>d</i>		<i>d</i> 48	
Cleveland —							
Manufacturing shops .....	.6000	<i>e</i> 1½	2	9	5	50	
Outside work .....	.8500	<i>e</i> 1½	2	8	4	44	12
Outside work, helpers.....	.4500	<i>e</i> 1½	2	8	4	44	12
Railroad shops, Roads A, B, C, E, F, and G.....	.6800	1½	1½	8		48	
Railroad shops, Road D.....	.6800	1½	1½	8	<i>h</i> 4½	<i>h</i> 48	4
Specialists .....	.4500	<i>e</i> 1½	2	8		48	
Tool and die makers.....	.7500	<i>e</i> 1½	2	8		48	
Columbus —							
Manufacturing shops .....	.6800	<i>e</i> 1½	2	9	5	50	12
Railroad shops .....	.6800	1½	1½	8		48	
Dayton —							
Manufacturing shops .....	.6500	1½	2	<i>d</i>		<i>d</i> 48	
Railroad shops .....	.6800	1½	1½	8		48	
Tool makers .....	.8500	1½	2	<i>d</i>		<i>d</i> 48	
Lima —							
Railroad shops .....	.6800	1½	1½	8		48	
Lorain —							
Jobbing shops .....	.6200	<i>i</i> 1½	2	8	<i>j</i> 4	<i>j</i> 48	4
Railroad shops .....	.6800	1½	1½	8		48	
Newark —							
Jobbing shops .....	.6800	<i>k</i> 1½	2	8		48	
Railroad shops .....	.6800	1½	1½	8		48	

*a* 95 cents per hour.

*b* 75 cents per hour.

*c* \$1.00 per hour.

*d* Hours vary, but total 48 per week.

*e* After midnight, double time.

*f* For Sunday, July 4, Labor Day and Christmas.

*g* After 10 P. M., double time.

*h* June to September, inclusive, 4½ hours on Saturday and 44½ hours per week, with full pay.

*i* On new work, double time.

*j* June to September, inclusive, 4 hours on Saturday and 44 hours per week.

*k* After 6 hours, double time.

# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919—Continued.

## METAL TRADES—Continued.

### MACHINISTS—Concluded.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Toledo—							
All-round men .....	\$0.6000	a 1½	2	8		48	
Die sinkers .....	.9150	a 1½	2	8		48	
Die and tool makers.....	.6500	a 1½	2	8		48	
Die trimmers.....	.7000	a 1½	2	8		48	
Helpers .....	.4500	a 1½	2	8		48	
Railroad shops .....	.6800	1½	1½	8		48	
Specialists .....	.5000	a 1½	2	8		48	
Youngstown—							
Jobbing shops .....	.8000	1½	2	10	5	55	12
Railroad shops .....	.6800	1½	1½	8		48	
Zanesville .....	.5500	b 1½	c 1½	8	5	45	12

### MACHINISTS, HELPERS, RAILROAD SHOPS.

Akron .....	.4500	1½	2	8		48	
Cincinnati .....	.4500	1½	1½	8		48	
Cleveland—							
Road D .....	.4500	1½	1½	8	d 4½	d 48	4
Columbus .....	.4500	1½	1½	8		48	
Dayton .....	.4500	1½	1½	8		48	
Lima .....	.4500	1½	1½	8		48	
Lorain .....	.4500	1½	1½	8		48	
Newark .....	.4500	1½	1½	8		48	
Toledo .....	.4500	1½	1½	8		48	
Youngstown .....	.4500	1½	1½	8		48	

### METAL POLISHERS.

Cincinnati—							
Jobbing shops .....	.6000	e 1½	f 2	8		48	
Manufacturing shops .....	g .6800	e 1½	f 2	h		h 48	
Cleveland .....	.6250	1½	f 2	h		h 48	
Columbus .....	.5500	1½	f 2	h		h 48	
Dayton .....	.6000	1½	2	10	5	55	12
Hamilton .....	.8000	i 1½	2	8	5	45	12
Toledo .....	.8000	1½	2	8		48	

### MOLDERS.

Akron .....	.7500	1½	2	8		48	
Canton .....	.6111	1½	2	9		54	
Cincinnati .....	.5833	1½	2	9		54	
Cleveland—							
Brass and iron.....	.6111	1½	2	9	j 5	j 54	6
Stove .....	.7188	1½	2	h		h 48	
Columbus .....	.5833	1½	2	9		54	
Dayton—							
Brass and iron.....	.7000	1½	2	8		48	
Stove .....	.7188	1½	2	8		48	
Hamilton .....	.6528	1½	2	8½		51	
Lima .....	.5556	1½	1½	9	k 5	k 54	
Newark—							
Jobbing shops .....	.6111	1½	2	9		54	
Stove .....	.7188	1½	2	8		48	

a After 3 hours, double time.

b Saturday afternoon, single time.

c Holiday rate only. Sunday, double time.

d June to September, inclusive, 4½ hours on Saturday and 44½ hours per week, with full pay.

e After midnight, double time.

f Work on Labor Day prohibited.

g Strike on at this date.

h Hours vary, but total 48 per week.

i Saturday afternoon, double time.

j May to October, inclusive, 5 hours on Saturday and 50 hours per week.

k Allowed half-day on Saturday every alternate week.

# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919 — Continued.

## METAL TRADES — Concluded.

### MOLDERS — Concluded.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Springfield .....	\$0.5556	<i>a</i> 1½	2	9	.....	54	.....
Toledo .....	.6111	1½	2	9	.....	54	.....
Youngstown .....	.5556	1½	2	9	.....	54	.....
Zanesville .....	.6111	1½	2	9	.....	54	.....

### PATTERN MAKERS.

Akron —							
Manufacturing shops .....	.9000	2	3	8¾	4½	48	12
Canton .....	1.0000	2	2	8	4	44	12
Cincinnati —							
Jobbing shops .....	.8000	2	2	9	5	50	12
Manufacturing shops .....	.7000	1½	2	9½	5	52½	12
Cleveland —							
Jobbing shops .....	1.0000	2	2	8	4	44	12
Manufacturing shops .....	.9500	2	2	8	.....	48	.....
Columbus —							
Jobbing shops .....	.9000	2	2	8	4	44	12
Manufacturing shops .....	.8500	2	2	10	5	55	12
Dayton .....	.8500	2	2	8	4	44	12
Hamilton .....	.7500	2	2	8	5	46	12
Lima —							
Jobbing shops .....	.9000	2	2	8	5	46	12
Manufacturing shops .....	.8000	<i>b</i> 1½	2	9	5	50	12
Toledo —							
Jobbing shops .....	.9000	2	2	8	4	44	12
Manufacturing shops .....	.8500	1½	2	8	5	45	12
Youngstown —							
Jobbing shops .....	1.0000	2	2	8	.....	48	.....
Manufacturing shops .....	.8000	1½	2	9	.....	54	.....

## PRINTING TRADES: BOOK AND JOB.

### BOOKBINDERS.

Akron —							
Cutters and finishers .....	.4583	1½	2	8¾	4½	48	12
Forwarders .....	.4167	1½	2	8¾	4½	48	12
Rulers .....	.6250	1½	2	8¾	4½	48	12
Canton .....	.5833	<i>b</i> 1½	2	<i>c</i>	.....	<i>c</i> 48	.....
Cincinnati —							
Cutters, head .....	.5208	1½	2	<i>c</i>	.....	<i>c</i> 48	.....
Cutters, splitting .....	.5000	1½	2	<i>c</i>	.....	<i>c</i> 48	.....
Cutters, stock .....	.4375	1½	2	<i>c</i>	.....	<i>c</i> 48	.....
Paper joggers .....	.4167	1½	2	<i>c</i>	.....	<i>c</i> 48	.....
Cleveland —							
Male .....	.5729	1½	2	8	.....	48	.....
Female —							
Table workers .....	.3208	<i>d</i>	<i>d</i>	8	.....	48	.....
Machine workers .....	.3667	<i>d</i>	<i>d</i>	8	.....	48	.....
Columbus .....	.5208	1½	1½	<i>c</i>	.....	<i>c</i> 48	.....
Springfield .....	.5000	1½	2	<i>c</i>	.....	<i>c</i> 48	.....
Toledo —							
First hands .....	.5625	1½	2	8	<i>e</i> 4	<i>e</i> 48	6
Second hands .....	.5000	1½	2	8	<i>e</i> 4	<i>e</i> 48	6
Youngstown —							
Male .....	.5208	<i>f</i> 1½	1½	<i>c</i>	.....	<i>c</i> 48	.....
Female .....	.2917	<i>f</i> 1½	1½	<i>c</i>	.....	<i>c</i> 48	.....

*a* After one hour of overtime.

*b* After midnight, double time.

*c* Hours vary, but total 48 per week.

*d* Work prohibited.

*e* April to September, inclusive, 4 hours on Saturday and 44 hours per week, with full pay.

*f* Work on Labor Day prohibited.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919—Continued.**

**PRINTING TRADES: BOOK AND JOB—Continued.**

**COMPOSITORS.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Akron .....	a \$.5938	1½	2	8¾	4¼	48	12
Canton .....	.5833	1½	2	b		b 48	
Cincinnati .....	c .4688	1½	1½	b		b 48	
Cleveland .....	a .6250	d 1½	2	8		b 48	
Columbus .....	a .5833	1½	1½	b		b 48	
Dayton .....	a .6250	1½	2	b		b 48	
Hamilton .....	.5000	1½	2	b		b 48	
Lima .....	a .5417	1½	e 2	8		b 48	
Lorain .....	f .5625	1½	1½	8		48	
Newark .....	.4167	1½	2	8		48	
Springfield .....	a .6042	g 1½	2	8		48	
Toledo .....	a .50 0	g 1½	2	8		48	
Youngstown .....	.6042	1½	1½	b		b 48	
Zanesville .....	h 5000	1½	i 2	8		48	

**ELECTROTYPERS.**

Akron —							
Finishers and molders.....	.5208	1½	2	8¾	4¼	48	12
Helpers .....	.4167	1½	2	8¾	4¼	48	12
Canton —							
Branchmen .....	.5208	g 1½	2	8¾	4¼	48	12
Finishers .....	.5833	g 1½	2	8¾	4¼	48	12
Molders .....	.6250	g 1½	2	8¾	4¼	48	12
Cincinnati —							
Day —							
Batterymen and casters.....	.4167	j 1½	2	b		b 48	
Builders .....	.3958	i 1½	2	b		b 48	
Finishers and molders.....	.5208	i 1½	2	b		c 48	
Floormen .....	.3750	j 1½	2	b		b 48	
Night —							
Batterymen and casters.....	.4889	1½	2	9		45	
Builders .....	.4667	1½	2	9		45	
Finishers and molders.....	.6000	1½	2	9		45	
Floormen .....	.4444	1½	2	9		45	
Cleveland —							
Branchmen .....	.5000	k 1½	2	8¾	4¼	48	12
Finishers .....	.5833	k 1½	2	8¾	4¼	48	12
Molders, first.....	.6012	k 1½	2	8¾	4¼	48	12
Molders, second.....	.5625	k 1½	2	8¾	4¼	48	12
Columbus —							
Helpers .....	.5208	1½	2	8¾	4¼	48	12
Dayton —							
Finishers .....	.5625	j 1½	2	b	l	b 48	12
Molders .....	.6250	j 1½	2	b	l	b 48	12
Helpers .....	.6000	j 1½	2	b	l	b 48	12
Springfield —							
Branchmen .....	a .4688	1½	2	b		b 48	
Finishers and molders.....	a .5521	1½	2	b		b 48	

a Night scale, \$3 per week above day scale.

b Hours vary, but total 48 per week.

c And war bonus of \$2 per week. Night scale, \$3 per week above day scale.

d After midnight, double time.

e Thanksgiving, Memorial Day and New Year, time and one-half.

f Night scale, \$2 per week above day scale.

g After 4 hours, double time.

h Night scale, \$1.50 per week above day scale.

i For Sunday, July 4, Labor Day, Thanksgiving and Christmas.

j After 10 P. M. and after 5 P. M. on Saturday, double time.

k After midnight and after 5 P. M. on Saturday, double time.

l Regular Saturday hours may not extend beyond 12:30 P. M.

# UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY CITIES, ON MAY 15, 1919—Continued.

## PRINTING TRADES: BOOK AND JOB—Continued.

### ELECTROTYPERS—Concluded.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Youngstown—							
Branchmen .....	\$0.3125	1½	2	8½	5½	48	12
Finishers .....	.4792	1½	2	8½	5½	48	12
Molders .....	.5000	1½	2	8½	5½	48	12
FLOORMEN.							
Lorain .....	a .6042	1½	1½	8		48	
LINOTYPE OPERATORS.							
Akron .....	b .6458	1½	2	8¾	4¼	48	12
Newark .....	.4583	1½	2	8		48	
LITHOGRAPHERS.							
Akron .....	.6875	1½	2	8¾	4¼	48	
Cincinnati—							
Artists .....	.5208	1½	2	c		c 48	
Engravers, transfermen and stone pressmen .....	.4583	1½	2	c		c 48	
Offset pressmen .....	.6250	1½	2	c		c 48	
Cleveland—							
Engravers and transfermen.....	.6250	1½	d 2	c		c 48	
Stone and tin pressmen.....	.6875	1½	d 2	c		c 48	
Offset and rotary presses and proofers .....	.7292	1½	d 2	c		c 48	
Dayton .....	.6667	1½	2	c		c 48	
MACHINE OPERATORS.							
Canton .....	.5729	1½	2	c		c 48	
Cincinnati—							
English .....	e .5417	1½	1½	c		c 48	
German .....	.3958	f	f	8		48	
Cleveland .....	b .6875	g 1½	2	8		48	
Columbus .....	b .5833	1½	1½	c		c 48	
Lorain .....	a .5625	1½	1½	8		48	
Youngstown .....	b .6458	1½	1½	c		c 48	
MACHINE TENDERS.							
Cleveland .....	b .6875	g 1½	2	8		48	
MACHINISTS.							
Akron .....	b .6458	1½	2	8¾	4¼	48	12
Cincinnati .....	e .5417	1½	1½	c		c 48	
Lima .....	b .6441	1½	h 2	8		48	
Toledo .....	b .5833	i 1½	2	8		48	
MACHINIST-OPERATORS.							
Lima .....	b .6041	1½	h 2	8		48	
Newark .....	.5208	1½	2	8		48	
MAILERS.							
Cincinnati .....	j .4479	k 1½	1½	c		c 48	
PHOTO-ENGRAVERS.							
Canton—							
Day .....	.6250	i 1½	d 2	8¾	4¼	48	12
Night .....	.8333	i 1½	d 2	l		l 42	

a Night scale, \$2 per week above day scale. b Night scale, \$3 per week above day scale.

c Hours vary, but total 48 per week. d Work on Labor Day prohibited.

e And war bonus of \$2 per week. f Night scale, \$3 per week above day scale.

f 50 cents per hour. g After midnight, double time.

h Thanksgiving, Memorial Day, and New Year, time and one-half. i After 4 hours, double time.

j And war bonus of \$1.51 per week. Two hours or less, \$1.50 guaranteed; 5 hours or less, \$3.00; 8 hours for one day only, \$4.00.

k After 6:30 P. M., double time. l Hours vary, but total 42 per week.



**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919—Continued.**

**PRINTING TRADES: BOOK AND JOB—Continued.**

**PHOTO-ENGRAVERS—Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Cincinnati—							
Day .....	\$0.6250	1½	a 2	b	.....	b 48	.....
Night .....	.8333	1½	2	c	.....	c 42	.....
Cleveland—							
Day .....	.6250	d 1½	e 2	8¾	4¼	48	12
Night .....	.8333	d 1½	e 2	8	f 10	42	.....
Columbus .....	g .7992	h 1½	2	8¾	4¼	48	12
Dayton .....	.5625	1½	2	b	.....	b 48	.....
Springfield .....	.6250	h 1½	2	8¾	4¼	48	12
Toledo .....	.6250	i 1½	2	8½	5½	48	12

**PRESS FEEDERS.**

Akron .....							
Feeders and assistants.....	.4167	1½	2	8¾	4¼	48	12
Canton—							
Day—							
Cylinder, male feeders.....	.4167	1½	2	b	.....	b 48	.....
Cylinder, female feeders....	.3750	1½	2	b	.....	b 48	.....
Platen .....	.2917	1½	2	b	.....	b 48	.....
Night—							
Cylinder, male feeders.....	.5185	1½	2	9	.....	45	.....
Cylinder, female feeders....	.4667	1½	2	9	.....	45	.....
Platen .....	.3630	1½	2	9	.....	45	.....
Cincinnati—							
Cleveland—							
Day—							
Colt or Universal.....	.3958	j 1½	2	8	.....	48	.....
Cylinder, over 34 inches....	.6000	j 1½	2	8	.....	48	.....
Cylinder, 2-color or auto- matic .....	.5208	j 1½	2	8	.....	48	.....
Folder operators .....	.5208	j 1½	2	8	.....	48	.....
Job press assistants.....	.4167	j 1½	2	8	.....	48	.....
Platen .....	.3750	j 1½	2	8	.....	48	.....
Night—							
Colt or Universal.....	.4552	1½	2	9¾	.....	48	.....
Cylinder, over 34 inches....	.5125	1½	2	9¾	.....	48	.....
Cylinder, 2-color or auto- matic .....	.5990	1½	2	9¾	.....	48	.....
Folder operators .....	.5990	1½	2	9¾	.....	48	.....
Job press assistants.....	.4792	1½	2	9¾	.....	48	.....
Platen .....	.4313	1½	2	9¾	.....	48	.....
Columbus .....	k .4583	j 1½	1½	b	.....	b 48	.....
Dayton—							
Cylinder—							
Day .....	.4375	j 1½	2	8	.....	48	.....
Night .....	.5111	1½	2	9	.....	45	.....
Springfield—							
Cylinder .....	g .3542	d 1½	2	b	.....	b 48	.....
Web—							
First assistants .....	g .3124	d 1½	2	b	.....	b 48	.....
Second assistants .....	g .2813	d 1½	2	b	.....	b 48	.....

a Holiday rate only.

b Hours vary, but total 48 per week.

c Hours vary, but total 42 per week.

d After 4 hours, double time.

e Work on Labor Day prohibited.

f On Friday night.

g Night scale, \$3 per week above day scale.

h Saturday afternoon, double time.

i After 4 P. M. on Saturday, double time.

j After midnight, double time.

k Night scale, \$1.50 per week above day scale.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**PRINTING TRADES: BOOK AND JOB — Continued.**

**PRESS FEEDERS — Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Toledo —							
Cylinder presses .....	a \$0.4375	b 1½	2	8	.....	48	.....
Press assistants .....	a .4792	b 1½	2	8	.....	48	.....
Youngstown —							
Cylinder presses .....	.4271	1½	1½	8	.....	48	.....
Zanesville .....	c .2708	1½	d 2	8	.....	48	.....

**PRESSMEN.**

Akron —							
Flat bed presses .....	.5938	e 1½	2	8¾	4¼	48	12
Job presses .....	.4167	e 1½	2	8¾	4¼	48	12
Canton —							
Day —							
Cylinder, 1 68-inch or 2 presses .....	.5833	1½	2	f	.....	f 48	.....
Cylinder, 1 2-color press....	.6250	1½	2	f	.....	f 48	.....
Automatic, 1 press .....	.4896	1½	2	f	.....	f 48	.....
Automatic, 2 presses .....	.5313	1½	2	f	.....	f 48	.....
Offset press .....	.7292	1½	2	f	.....	f 48	.....
Platen, 1 to 3 presses .....	g .4896	1½	2	f	.....	f 48	.....
Platen, 4 or 5 presses .....	g .5625	1½	2	f	.....	f 48	.....
Night —							
Cylinder, 1 68-inch or 2 presses .....	.7259	1½	2	9	.....	45	.....
Cylinder, 1 2-color press....	.7778	1½	2	9	.....	45	.....
Automatic, 1 press .....	.6093	1½	2	9	.....	45	.....
Automatic, 2 presses .....	.6611	1½	2	9	.....	45	.....
Offset press .....	.9074	1½	2	9	.....	45	.....
Platen, 1 to 3 presses .....	g .6093	1½	2	9	.....	45	.....
Platen, 4 or 5 presses .....	g .7000	1½	2	9	.....	45	.....
Cincinnati —							
Cylinder —							
1 53-inch and 1 larger than 53 inches .....	.5833	1½	2	8	.....	48	.....
2 singles less than 53 inches, 1 perfecting, or 1 cylinder and 3 platen presses .....	.5469	1½	2	8	.....	48	.....
2 singles larger than 53 inches, or 1 2-color press less than 53 inches	.6302	1½	2	8	.....	48	.....
1 2-color press larger than 53 inches .....	.6667	1½	2	8	.....	48	.....
1 single color Harris or 1 auto press .....	.4427	1½	2	8	.....	48	.....
2 single color Harris, 1 2- color Harris, 2 auto, or 1 or 2 ticket machines...	.5000	1½	2	8	.....	48	.....
4 bag or 4 patent inside blanket presses .....	.6406	1½	2	8	.....	48	.....
2 Meisel or Kidder presses.	.4583	1½	2	8	.....	48	.....
Platen —							
1 or 2 presses .....	.4479	1½	2	8	.....	48	.....
3 presses .....	.4635	1½	2	8	.....	48	.....
4 presses .....	.4792	1½	2	8	.....	48	.....
5 presses .....	.5104	1½	2	8	.....	48	.....
Rotary web —							
1 single roll press .....	.6271	1½	2	8	.....	48	.....
1 double roll press .....	.6927	1½	2	8	.....	48	.....
1 4-color press .....	.6302	1½	2	8	.....	48	.....
1 5-color press .....	.9115	1½	2	8	.....	48	.....

a Night scale, \$2 per week above day scale. b After 4 hours, double time.

c Night scale, \$1.00 per week above day scale.

d For Sunday, July 4, Labor Day, Thanksgiving and Christmas.

e Saturday afternoon, double time. f Hours vary, but total 48 per week.

g \$1 additional for each press with automatic feeder attached.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919—Continued.**

**PRINTING TRADES: BOOK AND JOB—Continued.**

PRESSMEN—Continued.

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
<b>Cleveland—</b>							
Cylinder, day—							
1 2-color, 1 flat or semi- rotary, 1 Kidder, Coy or Meisel press.....	\$0.6875	a 1½	2	8		48	
1 or 2 single, 1 single or 1 Kelly with jobbers, proofing, 2 single Har- ris, 1 multi-color Harris, 1 or 2 Kelly presses....	.6458	a 1½	2	8		48	
Cylinder, night—							
1 2-color, 1 flat or semi- rotary, 1 Kidder, Coy or Meisel press.....	.7906	1½	2	9½		48	
1 or 2 single, 1 single or 1 Kelly with jobbers, proofing, 2 single Har- ris, 1 multi-color Harris, 1 or 2 Kelly presses....	.7427	1½	2	9½		48	
Platen, day—							
1 or 2 presses.....	.5000	a 1½	2	8		48	
3 or 4 presses.....	.5625	a 1½	2	8		48	
5 to 8 presses.....	.6042	a 1½	2	8		48	
9 or more presses.....	.6458	a 1½	2	8		48	
Platen, night—							
1 or 2 presses.....	.5750	1½	2	9½		48	
3 or 4 presses.....	.6469	1½	2	9½		48	
5 to 8 presses.....	.6948	1½	2	9½		48	
9 or more presses.....	.7427	1½	2	9½		48	
<b>Columbus—</b>							
Cylinder presses .....	b .5729	a 1½	1½	c		c 48	
Job presses .....	b .5417	a 1½	1½	c		c 48	
<b>Dayton—</b>							
Day—							
1 2-color cylinder press....	.6667	a 1½	2	8		48	
2 single color cylinder, 2 Kelly, Meisel or Kidder press .....	.6250	a 1½	2	8		48	
1 Kelly press.....	.5729	a 1½	2	8		48	
1 Kelly press, helpers.....	.4375	a 1½	2	8		48	
3 job presses.....	d .5208	a 1½	2	8		48	
Night—							
1 2-color cylinder press....	.7556	1½	2	9		45	
2 single color cylinder, 2 Kelly, Meisel or Kidder press .....	.7111	1½	2	9		45	
1 Kelly press.....	.6556	1½	2	9		45	
1 Kelly press, helpers.....	.5111	1½	2	9		45	
3 job presses.....	d .6000	1½	2	9		45	
<b>Newark—</b>							
Day—							
Cylinder .....	.3542	1½	2	8		48	
Flat bed web.....	.3750	1½	2	8		48	
Flat bed web, assistants.....	.2500	1½	2	8		48	
Job .....	.2500	1½	2	8		48	
Rotary .....	.4792	1½	2	8		48	
Rotary, assistants .....	.3333	1½	2	8		48	
Night—							
Cylinder ..	.4222	1½	2	9		45	
Flat bed web.....	.4444	1½	2	9		45	
Flat bed web, assistants.....	.3111	1½	2	9		45	
Job .....	.3111	1½	2	9		45	
Rotary .....	.5556	1½	2	9		45	
Rotary, assistants .....	.4000	1½	2	9		45	

a After midnight, double time.

b Night scale, week of 5 nights, \$1.50 above day scale.

c Hours vary, but total 48 per week.

d \$1 per week extra for each additional press.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**PRINTING TRADES: BOOK AND JOB — Concluded.**

**PRESSMEN — Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
<b>Springfield —</b>							
Cylinder —							
2 single or 1 larger than 28x42, with not more than 8 job presses.....	a \$.4583	b 1½	2	c		c 48	
1 double or 1 3-color process press .....	a .4792	b 1½	2	c		c 48	
Double sheet feed rotary press .....	a .5208	b 1½	2	c		c 48	
Job —							
1 press .....	d .3542	b 1½	2	c		c 48	
2 presses .....	d .3750	b 1½	2	c		c 48	
3 presses .....	d .3958	b 1½	2	c		c 48	
4 presses .....	d .4167	b 1½	2	c		c 48	
5 presses .....	d .4375	b 1½	2	c		c 48	
6 presses .....	d .4583	b 1½	2	c		c 48	
1 combination press with web attachment .....	d .4167	b 1½	2	c		c 48	
Rotary —							
1 single roll press.....	a .4583	b 1½	2	c		c 48	
1 double roll or 1 2-color press .....	a .5625	b 1½	2	c		c 48	
1 sheet feed press.....	a .5208	b 1½	2	c		c 48	
2 auto presses.....	a .4375	b 1½	2	c		c 48	
Two-roll magazine rotary —							
Pressmen in charge.....	a .7292	b 1½	2	c		c 48	
Second men .....	a .5208	b 1½	2	c		c 48	
Third men .....	a .4792	b 1½	2	c		c 48	
<b>Toledo —</b>							
Cylinder —							
1 2-color press.....	e .5833	b 1½	2	c		c 48	
1 68-inch, 2 singles, or 1 25 x 38 with 8 platen presses .....	e .5625	b 1½	2	c		c 48	
Automatic —							
1 press .....	e .5000	b 1½	2	c		c 48	
2 presses .....	e .5417	b 1½	2	c		c 48	
Platen —							
1 to 3 presses.....	e .4792	b 1½	2	c		c 48	
4 or 5 presses.....	e .5417	b 1½	2	c		c 48	
<b>Youngstown —</b>							
Cylinder presses .....	.6042	1½	1½	8		48	
Offset presses .....	.6458	1½	1½	8		48	
Platen presses .....	.5313	1½	1½	8		48	
Assistants .....	.4688	1½	1½	8		48	
<b>Zanesville —</b>							
Cylinder presses .....	f .4167	1½	g 2	8		48	
Job presses .....	f .3750	1½	g 2	8		48	
Offset presses .....	e .5208	1½	g 2	8		48	

**PROOF READERS.**

Akron .....	a .5938	1½	2	8½	4¼	48	12
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**STEREOTYPERS.**

Cincinnati .....	.6458	1½	1½	8		48	
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a Night scale, \$3 per week above day scale.

b After 4 hours, double time.

c Hours vary, but total 48 per week.

b 50 cents per week extra for each press with automatic feed attachment. Night scale, \$3 per week above day scale.

e Night scale, \$2 per week above day scale.

f Night scale, \$1 per week above day scale.

g For Sunday, July 4, Labor Day, Thanksgiving and Christmas.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**PRINTING TRADES: NEWSPAPER.  
COMPOSITORS.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Akron .....	a \$.7083	1½	b 2	8		48	
Canton —							
Day .....	.5729	1½	2	8		48	
Night .....	.6354	c 1½	2	8		48	
Cincinnati —							
English, day .....	.8750	1½	1½	8		48	
English, night .....	.9375	1½		8		48	
German, night .....	.5000			8		40	
Cleveland							
English .....	a .6875	1½		8		48	
German .....	.6042	1½	1½	8		48	
Columbus .....	d .6146	e 1½	f 2	8		48	
Dayton .....	a .6250	1½	g 2	8		48	
Hamilton .....	.4583	1½	2	8		48	
Lima .....	a .5417	1½	h 2	8		48	
Lorain .....	i .5625	1½	1½	8		48	
Springfield —							
Day .....	.6042	j 1½	k 2	8		48	
Night .....	.6667	j 1½		8		48	
Toledo —							
English .....	a .5833	j 1½	2	8		48	
German .....	.5208	1½	2	8		48	
Zanesville .....	.5000	1½		8		48	

**FLOORMEN.**

Lorain .....	i .6042	1½	1½	8		48	
Newark .....	l .4167	1½	2	8		48	
Youngstown .....	a .6458	1½	1½	8		48	

**LINOTYPE OPERATORS.**

Newark .....	l .4583	1½	2	8		48	
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**MACHINE OPERATORS.**

Cincinnati —							
English, day .....	.8750	1½	1½	8		48	
English, night .....	.9375	1½		8		48	
German, night .....	.5000			8		40	
Cleveland							
English .....	a .6875	1½		8		48	
German .....	.6042	1½	1½	8		48	
Lorain .....	i .5625	1½	1½	8		48	
Springfield —							
Day .....	.6042	j 1½	2	8		48	
Night .....	.6667	j 1½		8		48	
Youngstown .....	a .6458	1½	1½	8		48	

a Night scale, \$3 per week above day scale.

b Except for regular Sunday edition.

c Computed on day scale.

d And war bonus of \$3 per week. Night scale, \$3 per week above day scale.

e First hour; double time, thereafter.

f Sunday rate only. Six hours, between 6 A. M. and 12 M., shall constitute a day's work on July 4,

Labor Day and Christmas.

g Except for regular Sunday edition. Work on holidays limited to 4 hours, with full pay.

h Thanksgiving, Memorial Day and New Year, time and one-half.

i Night scale, \$2 per week above day scale.

j After 4 hours, double time.

k Sunday rate only.

l Night scale, 15 per cent above day scale.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919—Continued.**

**PRINTING TRADES: NEWSPAPER—Continued.**

**MACHINE TENDERS.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Cleveland .....	a \$.6875	1½	.....	8	.....	48	.....
Columbus .....	.....	.....	.....	.....	.....	.....	.....
Assistants .....	b .8125	c 1½	d 2	8	.....	48	.....
Toledo .....	a .4010	e 1½	2	8	.....	48	.....
Youngstown .....	a .6458	1½	1½	8	.....	48	.....
Assistants .....	a .6458	1½	1½	8	.....	48	.....

**MACHINISTS.**

Akron .....	a .7083	1½	f 2	8	.....	48	.....
Canton .....	.6771	1½	2	8	.....	48	.....
Cincinnati —	.....	.....	.....	.....	.....	.....	.....
Day .....	.8750	1½	1½	8	.....	48	.....
Assistants .....	.7917	1½	1½	8	.....	48	.....
Helpers .....	.6875	1½	1½	8	.....	48	.....
Night .....	.9375	1½	.....	8	.....	48	.....
Assistants .....	.8542	1½	.....	8	.....	48	.....
Helpers .....	.7500	1½	.....	8	.....	48	.....
Lima .....	a .6041	1½	g 2	8	.....	48	.....
Toledo .....	a .5833	e 1½	2	8	.....	48	.....
Assistants .....	a .5833	e 1½	2	8	.....	48	.....

**MACHINIST-OPERATORS.**

Lima .....	a .6041	1½	g 2	8	.....	48	.....
Newark .....	h .5208	1½	2	8	.....	48	.....

**MAILERS.**

Cincinnati .....	i .4479	1½	1½	8	.....	48	.....
Cleveland —	.....	.....	.....	.....	.....	.....	.....
Day .....	b .4688	1½	2	8	.....	48	.....
Night .....	b .4839	1½	2	7½	f	46½	.....
Toledo .....	.4683	1½	2	8	.....	48	.....

**PHOTO-ENGRAVERS.**

Cincinnati .....	k .5677	l 1½	.....	m	.....	m 48	.....
Cleveland .....	n .6500	1½	o	8	.....	48	.....
Columbus —	.....	.....	.....	.....	.....	.....	.....
Day .....	.7292	1½	p 2	8	.....	48	.....
Night .....	.8636	1½	p 2	q	q	44	.....
Dayton .....	r .5625	1½	.....	m	.....	m 48	.....
Springfield .....	a .4792	1½	.....	8	.....	48	.....
Youngstown .....	.5000	1½	2	8½	5½	48	12

**PROOF READERS.**

Akron .....	a .5521	1½	f 2	8	.....	48	.....
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a Night scale, \$3 per week above day scale.

b And war bonus of \$3 per week.

c First hour: double time, thereafter.

d Sunday rate only. Six hours, between 6 A. M. and 12 M., shall constitute a day's work on July 4, Labor Day and Christmas.

e After 4 hours, double time.

f Except for regular Sunday edition.

g Thanksgiving, Memorial Day and New Year, time and one-half.

h Night scale, 15 per cent above day scale.

i Night scale, 50 cents per week above day scale.

j Saturday night, 9 hours.

k Night scale, \$1.50 per week above day scale.

l After 10 hours per day or 48 hours per week.

m Hours vary, but total 48 per week.

n And war bonus of \$3 per week. Night scale, \$3 per week above day scale.

o Six hours shall constitute a day's work on Sundays and holidays.

p Sunday rate only.

q Seven hours, Monday to Thursday eight hours, Friday and Saturday.

r Night scale, \$2 per week above day scale.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**PRINTING TRADES: NEWSPAPER — Continued.**

**STEREOTYPERS.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Akron .....	\$0.5625	1½	2	8		48	
Canton .....	a .4479	1½	2	8		48	
Cincinnati —							
Day .....	.6458	1½	b 1½	8		48	
Night .....	.7033	1½	c	d 7	d	45½	
Cleveland —							
Day .....	e .5813	1½	1½	8		48	
Night .....	e .6533	1½	1½	7½		45	
Columbus .....	f .5523	1½	g 2	8		48	
Dayton .....	.5625	1½		h		h 48	
Springfield .....	.5000	1½		8		48	
Toledo .....	.5625	1½	i 2	8		48	
Youngstown —							
Plant A .....	.4689	1½	j 2	8		56	
Plant B .....	.4688			8		48	
Zanesville .....	f .5625	1½	1½	8		48	

**WEB PRESSMEN.**

Akron .....	.5729	1½	2	8		48	
Assistants .....	.3958	1½	2	8		48	
Canton —							
Pressmen in charge .....	.5938	1½	j 2	8		48	
First assistants .....	.4479	1½	j 2	8		48	
Second assistants .....	.3125	1½	j 2	8		48	
Cincinnati —							
Day .....	l .5625	1½	c	8		48	
Head pressmen .....	l .6563	1½	c	8		48	
Night .....	l .5625	1½		8		48	
Head pressmen .....	l .6563	1½		8		48	
Cleveland —							
Day .....	e .5813	1½	2	8		48	
Head pressmen .....	e .6250	1½	2	8		48	
Night .....	e .6071	1½	2	7		42	
Head pressmen .....	e .7142	1½	2	7		42	
Columbus —							
Day .....	m .5000	1½		8		48	
Head pressmen .....	m .5938	1½		8		48	
Night .....	m .5929	1½		7		42	
Head pressmen .....	m .7143	1½		7		42	
Dayton —							
Day .....							
Pressmen in charge .....	.7083	n 1½	2	8		48	
Brakemen, oilers and ten- sion-men .....	.6250	n 1½	2	8		48	
Night .....							
Pressmen in charge .....	.7083			8		48	
Brakemen, oilers and ten- sion-men .....	.6250			8		48	

a And bonus of \$2.50 per week.

b For Sunday. Holidays, 5 hours' work with full pay.

c Holidays, 5 hours' work with full pay.

d Privilege of 9 hours on Friday night and 8½ hours on Saturday night.

e And war bonus of \$3 per week.

f Night scale, \$1 per week above day scale.

g Sunday rate only, between 6 A. M. and 5 P. M. Six hours, between 6:30 A. M. and 12:30 P. M., shall constitute a day's work on July 4, Labor Day and Christmas.

h Hours vary, but total 48 per week.

i After 4 hours' work, time and one-half.

j Holiday rate only.

k Allowed six holidays each year, with pay.

l \$1 additional if employed on Saturday night.

m And war bonus of \$2 per week.

n After midnight, double time.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**PRINTING TRADES: NEWSPAPER — Concluded.**

**WEB PRESSMEN — Concluded.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Newark .....	\$0.3750	1½	2	8		48	
Springfield —							
4 to 8 pages, 7 days per week..	.3750	1½		8		56	
4 to 8 pages, 6 days per week..	.3750	1½		8		48	
8 to 32 pages, 7 days per week..	.5000	1½		8		56	
8 to 32 pages, 6 days per week..	.5000	1½		8		48	
Toledo .....	.5156	1½	2	8		48	
Head pressmen .....	.6198	1½	2	8		48	
Youngstown —							
First assistants .....	.6875	1½	a	8		48	
Second assistants .....	.5625	1½	a	8		48	
Third assistants .....	.5000	1½	a	8		48	
Fourth assistants .....	.4688	1½	a	8		48	
Fifth assistants .....	.3125	1½	a	8		48	
Zanesville .....	b .5000	1½		8		48	
Assistants .....	b .3125	1½		8		48	

**STREET CAR EMPLOYEES: CONDUCTORS AND MOTORMEN.**

Akron .....	c .4300	d		9		63	
Canton .....	c .4300			10		70	
Cincinnati .....	e .4300	f 1½		9½		68½	
Cleveland .....	e .5300	1½		10		70	
Columbus .....	g .4100			10		70	
Dayton .....	g .4100	f 1½		10		70	
Hamilton .....	g .3900	1½		10		70	
Lima .....	h .3800			10		70	
Toledo .....	j .4200						
Youngstown .....	e .4300	f 1½		9		63	

**TEAMSTERS AND CHAUFFEURS.**

Cincinnati —							
Bakery —							
Chauffeurs, 2-ton trucks or under .....	.4286	1½	l	m		m 56	
Chauffeurs, trucks over 2 tons .....	.5357	1½	l	m		m 56	
Drivers, route .....	k	1½	l	m		m 56	
Drivers, special delivery .....	n .4107	1½	l	m		m 56	
Drivers, sub .....	.3214	1½	l	m		m 56	
Drivers, 2-horse truck .....	.4107	1½	l	m		m 56	
Route foremen .....	n .4911	1½	l	m		m 56	
Drivers, helpers .....	.3482	1½	l	m		m 56	
Wagon washers .....	.3839	1½	l	m		m 56	
Stablemen .....	.3482	1½	l	m		m 56	
Stable boss, day .....	.5357	1½	l	m		m 56	
Stable boss, night .....	.3839	1½	l	m		m 56	
Carriage —							
Chauffeurs, livery .....	.3000	1½		o 10		o 70	
Drivers, hearse .....	.2571			p 10		p 70	
Washers .....	.2571			p 10		p 70	

a Work on extra editions, time and one-half.

b Night scale and Sunday issue, \$1 per week above day scale.

c First year; 45 cents, second year; 48 cents, thereafter.

d Extra trips, straight time plus one hour.

e First 3 months; 46 cents, next 9 months; 48 cents, thereafter.

f After completion of regular run.

g First 3 months; 43 cents, next 9 months; 45 cents, thereafter.

h First 6 months; 41 cents, next 9 months; 43 cents, thereafter.

i First 3 months; 40 cents, next 9 months; 42 cents, thereafter.

j First 3 months; 44 cents, next 9 months; 46 cents, thereafter.

k \$17.50 and 6 per cent commission on weekly sales exceeding \$150; 8 per cent on sales ex-  
ceeding \$250. Guaranteed, \$25 per week.

l Work prohibited. Paid in full. Labor Day, work limited to 3 hours.

m Hours vary, but total 56 per week.

n And commissions.

o Allowed one day per month, with pay. Double time if employed.

p Allowed alternate Sundays, with pay.



**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**TEAMSTERS AND CHAUFFEURS — Continued.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
<b>Cincinnati — Continued —</b>							
City and sanitary —							
Drivers, 1-horse wagons....	\$0.3428	1½	1½	8		48	
Drivers, 2-horse wagons....	.3750	1½	1½	8		48	
Helpers .....	.3125	1½	1½	8		48	
Stablemen .....	.3125			8		56	
Commission —							
Chauffeurs, 1-ton trucks or under .....	.3000	1½	a 2	b 10		b 60	3
Chauffeurs, 1½ ton trucks....	.3167	1½	a 2	b 10		b 60	3
Chauffeurs, 2 ton trucks....	.3333	1½	a 2	b 10		b 60	3
Chauffeurs, 3 ton trucks....	.3500	1½	a 2	b 10		b 60	3
Chauffeurs, 4 ton trucks or over .....	.3750	1½	a 2	b 10		b 60	3
Chauffeurs, helpers .....	.2667	1½	a 2	b 10		b 60	3
Drivers, 1-horse wagons....	.2667	1½	a 2	b 10		b 60	3
Drivers, 2-horse wagons....	.3000	1½	a 2	b 10		b 60	3
Drivers, 3-horse wagons....	.3167	1½	a 2	b 10		b 60	3
Drivers, helpers .....	.2667	1½	a 2	b 10		b 60	3
Furniture —							
Chauffeurs, 1 ton trucks or under .....	.3500	1½	c 2	10		60	
Chauffeurs, 1½ ton trucks....	.3667	1½	c 2	10		60	
Chauffeurs, 2 ton trucks....	.3833	1½	c 2	10		60	
Chauffeurs, 3 ton trucks....	.4000	1½	c 2	10		60	
Chauffeurs, 4 ton trucks or over .....	.4333	1½	c 2	10		60	
Chauffeurs, helpers .....	.3250	1½	c 2	10		60	
Drivers, 1-horse wagons....	.3167	1½	c 2	10		60	
Drivers, 2-horse wagons....	.3500	1½	c 2	10		60	
Drivers, 3-horse wagons....	.3500	1½	c 2	10		60	
Drivers, helpers .....	.3167	1½	c 2	10		60	
Stablemen .....	.2727	1½		11		77	
Ice cream —							
Chauffeurs .....	.3492	1½		9		63	
Chauffeurs, Ford cars....	.3016	1½		9		63	
Drivers, route .....	d						
Drivers, 1-horse wagon....	e	1½		9		63	
Drivers, special delivery....	.2857	1½		9		63	
Wagon washers .....	.3175	1½		9		63	
Stable boss .....	.3192	1½		9		63	
Stable men .....	.2857	1½		9		63	
Ice handlers —							
Chauffeurs .....	.4000	f	g 2	h 10		h 60	
Chauffeurs, helpers .....	.3667	f	g 2	h 10		h 60	
Drivers, route .....	.4000	f	g 2	h 10		h 60	
Drivers, supply wagons....	.3667	f	g 2	h 10		h 60	
Drivers, helpers .....	.3500	f	g 2	h 10		h 60	
Route foremen .....	.3916	f	i	11	5½	j 71½	
Stablemen .....	.2993	f		10½		j 73½	
Stationmen .....	.3385	f		10	5	65	

a Work limited to 3 hours on Labor Day, 5 hours on other holidays. Full pay for same.

b June to August, inclusive, 7 hours on Saturday and 57 hours per week, with full pay.

c Work on Labor Day prohibited.

d \$1.00 per day with commission of 3 cents per gallon on all sales and 1 cent per empty can returned, with guarantee of \$2 per week.

e \$14.00 per week with commission of 2 cents per each complete package returned, with guarantee of \$17 per week.

f 50 cents per hour.

g Sunday rate only. Work prohibited on New Year, Thanksgiving and Christmas. Paid for said holidays.

h November to March, inclusive, 9 hours per day and 54 hours per week, with full pay.

i Work prohibited on New Year, Thanksgiving and Christmas. Paid for said holidays.

j Allowed one day every alternate week, with pay.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**TEAMSTERS AND CHAUFFEURS — Continued.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
<b>Cincinnati — Concluded —</b>							
Milk delivery —							
Chauffeurs .....	\$0.3810	1½		9		a 68	
Chauffeurs, helpers .....	.3333	1½		9		a 68	
Drivers, retail route .....	b .3810	1½		9		a 68	
Drivers, special delivery .....	.3532	1½		9		a 68	
Drivers, wholesale .....	.4048	1½		9		a 68	
Drivers, helpers, wholesale .....	.3532	1½		9		a 68	
Route foremen .....	b .4444	1½		9		a 68	
Wagon washers .....	.3492	1½		9		a 68	
Stable boss .....	.3810	1½		9		a 68	
Stablemen .....	.3175	1½		9		a 68	
Soft drink delivery —							
Union A —							
Drivers .....	.4479	1½	c 1½	8		48	
Helpers .....	.3854	1½	c 1½	8		48	
Union B —							
Drivers .....	d .3333	2	e	9		54	
Tea and coffee delivery .....	f .5208	e	e	8		48	
Truck drivers —							
1 ton trucks .....	.3500	g 1½	h 2	10		60	
1½ ton trucks .....	.3667	g 1½	h 2	10		60	
2 ton trucks .....	.3833	g 1½	h 2	10		60	
3 ton trucks .....	.4000	g 1½	h 2	10		60	
4 or 5 ton trucks .....	.4333	g 1½	h 2	10		60	
Helpers, trucks under 3 tons .....	.8167	g 1½	h 2	10		60	
Helpers, trucks 3 tons or over .....	.3500	g 1½	h 2	10		60	
Vans and piano movers —							
Chauffeurs, vans under 1 ton .....	.3500		i 1½	10		60	
Chauffeurs, vans 1 to 2 tons .....	.3667		i 1½	10		60	
Chauffeurs, vans 2 to 3½ tons .....	.3833		i 1½	10		60	
Chauffeurs, vans 3½ tons or over .....	.4000		i 1½	10		60	
Drivers, vans .....	.3833		i 1½	10		60	
Drivers, helpers, vans .....	.3500		i 1½	10		60	
Chauffeurs, piano autos .....	.4500		i 1½	10		60	
Movers, piano autos .....	.3833		i 1½	10		60	
Drivers, piano vans .....	.4167		i 1½	10		60	
Movers, piano vans .....	.3667		i 1½	10		60	
Wagon drivers —							
Drivers, 1 horse wagons .....	.3000	g 1½	h 2	10		60	
Drivers, 1 horse heavy wagons .....	.3167	g 1½	h 2	10		60	
Drivers, 1 horse wagons with team attached .....	.3250	g 1½	h 2	10		60	
Drivers, 2 horse heavy wagons .....	.3500	g 1½	h 2	10		60	
Drivers, 3 or 4 horse wagons .....	.3583	g 1½	h 2	10		60	
Helpers .....	.3167	g 1½	h 2	10		60	
Stablemen .....	.2727			11		77	
<b>Cleveland —</b>							
City and sanitary —							
Drivers .....	.4688			8		48	
Helpers .....	.4375			8		48	

a Allowed two weeks each year, with pay.

b And various commissions.

c For New Year, July 4, Labor Day and Christmas.

d And commission of 5 cents for each empty case returned.

e Work prohibited.

f And commission of 10 per cent on sales exceeding \$200 per week.

g After 7 P. M.

h Work on Labor Day prohibited.

i Holiday rate only. Double time, and for not less than 3 hours, on Labor Day.

UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON, MAY 15, 1919—Continued.

**TEAMSTERS AND CHAUFFEURS—Continued.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
<b>Cleveland—Continued.</b>							
Excavating—							
Chauffeurs .....	\$0.5667	1½	2	10		60	
Drivers .....	.3833	a 1½	2	10		60	
Furniture—							
Chauffeurs, ¾ and 1 ton truck .....	.4444	b 1½	c	9		54	
Chauffeurs, vans, packers and warehousemen .....	.5370	b 1½	c	9		54	
Drivers, teams .....	.4815	b 1½	c	9		54	
Helpers .....	.4444	b 1½	c	9		54	
Grocery—							
Chauffeurs .....	.4667	d 1½	c	10		60	
Chauffeurs, helpers .....	.3333	d 1½	c	10		60	
Drivers, team .....	.3833	d 1½	c	10		60	
Ice handlers—							
Chauffeurs and drivers—							
Supply trucks, 3 tons or over, or 3 horse .....	.4667	e	f 1½	g 10		g 60	
Supply trucks, under 3 tons, or 2 horse .....	.4167	e	f 1½	g 10		g 60	
Supply trucks, water deli- very, 3 tons or over, or 3 horse .....	h.4500	e	f 1½	g 10		g 60	
Drivers, route wagon .....	.4667	e	f 1½	g 10		g 60	
Drivers, water delivery, route wagon .....	h.4167	e	f 1½	g 10		g 60	
Drivers, helpers, route wagons .....	.3500	e	f 1½	g 10		g 60	
Route foremen .....	.5333	e	f 1½	g 10		g 60	
Yard foremen .....	.4333	e	f 1½	g 10		g 60	
Platform and yard men .....	.3667	c	f 1½	g 10		g 60	
Stationmen .....	i.3183	e	f 1½	11		66	
Barn boss .....	j.3750	e		12		72	
Milk delivery—							
Chauffeurs and drivers—							
3 and 5 ton trucks or 3 horses .....	k.5079	1½		9		l 63	
1 and 2 ton trucks or 2 horses .....	k.4762	1½		9		l 63	
Drivers, one-horse .....	k.4444	1½		9		l 63	
Drivers, retail .....	m.4286			9		l 63	
Drivers, retail route .....	.5556			9		l 63	
Drivers, special delivery .....	.4286	1½		9		l 63	
Drivers, wholesale .....	n.4286			9		l 63	
Drivers, wholesale route .....	o.5556			9		l 63	
Inside and platform men .....	p.4444	1½		9		l 63	

a After 2 hours, double time.

b After 8 P. M., time and one-half.

c Sunday work prohibited. Holiday work limited to 2 hours, with full pay.

d After 8 P. M., double time.

e 45 cents per hour.

f For not less than 5 hours' work.

g November to April, inclusive, 9 hours per day and 54 hours per week, with full pay.

h And various commissions.

i And commission of 10 cents per ton on all sales.

j \$25 per week where fewer than 30 horses are tended.

k Night scale, \$1 per week above day scale.

l Allowed 28 days per year, with pay.

m First six months; \$29 per week, thereafter. One per cent commission on wholesale collections

and \$1 per week bonus for reporting on time and caring for route.

n First week; \$30 per week, thereafter. One per cent commission on all sales and \$1 for each

new customer using one gallon of milk daily.

o And one per cent commission on all sales.

p First three months; \$30 per week, thereafter.

**UNION SCALE OF WAGES AND HOURS OF LABOR IN EACH TRADE, BY  
CITIES, ON MAY 15, 1919 — Continued.**

**TEAMSTERS AND CHAUFFEURS — Continued.**

City.	Rate of Wages.			Hours of Labor.			
	Regular Rate Per Hour.	Overtime (Times rate for regular time.)	Sundays and Holidays (Times rate for regular time.)	Per Full Day.	Per Short Day.	Per Week.	Number of Months in Year Weekly Half Holi- day is in Effect.
Cleveland — Concluded —							
Milk delivery — Concluded —							
Wagon washers .....	\$0.4603	1½		9		a 68	
Barnmen .....	b.3857	1½		10		a 70	
Soft drink delivery —							
Union A —							
Drivers, route .....	c.4167	1½	d 2	8		48	
Drivers, extra .....	.3968	1½	d 2	8		48	
Barnmen .....	.3000	1½	d 2	10		60	
Union B —							
Drivers, route .....	.4259	1½	e	9		54	
Drivers, extra .....	.4444	1½	e	9		54	
Chauffeurs .....	.4444	1½	e	9		54	
Taxicabs .....	.3000	f		11½		80½	
Trucks —							
Chauffeurs, 8 ton trucks or over .....	.4667	g 1½	h	10		60	
Chauffeurs, 1½ to 8 ton trucks .....	.4000	g 1½	h	10		60	
Chauffeurs, trucks under 1½ tons .....	.3583	g 1½	h	10		60	
Chauffeurs, helpers .....	.3333	g 1½	h	10		60	
Drivers, single wagons .....	.3000	g 1½	h	10		60	
Drivers, light double wagons .....	.3500	g 1½	h	10		60	
Drivers, two horse wagons .....	.3933	g 1½	h	10		60	
Drivers, three horse wagons .....	.4333	g 1½	h	10		60	
Barnmen .....	i	g 1½	j	10		60	
Columbus —							
Ice handlers —							
Chauffeurs .....	.3933		k 1½	l 10		l 60	
Drivers, wagons .....	.4333		m 1½	l 10		l 60	
Drivers, supply wagons .....	.3933		m 1½	l 10		l 60	
Drivers, helpers, wagons .....	.3333		m 1½	l 10		l 60	
Stablemen .....	.2584			11		n 77	
Soft drink delivery .....	.3667	1½	2	10		60	
Dayton —							
Ice handlers —							
Chauffeurs and special de- livery drivers .....	.4000	o 1½	p	10		60	
Stablemen .....	.2728			11		77	
Hamilton —							
Chauffeurs, light delivery .....	.3784	1½	2	10	5½	55½	12
Chauffeurs, heavy delivery .....	.4505	1½	2	10	5½	55½	12
Chauffeurs, coal delivery .....	.4167	1½	2	10	q 5½	q 60	8

a Allowed 28 days each year, with pay.

b Night scale, \$2 per week above day scale.

c Ard commission of 3 cents per case and 10 cents per tank returned empty.

d Sunday rate only. Work prohibited on New Year, Decoration Day, Annual Election Day, Labor Day, Brewers' Day, Thanksgiving and Christmas.

e Work prohibited on New Year, Decoration Day, Annual Election Day, Labor Day, Thanksgiving and Christmas. Paid in full for said holidays.

f 50 cents per hour.

g After 8 P. M., double time.

h Sunday work prohibited. Holiday work limited to 2 hours, with full pay.

i \$22 per week of 6 days.

j Holiday work limited to 2 hours, with full pay.

k After 7 hours' work on holidays.

l November 1 to March 15, inclusive, 9 hours per day and 54 hours per week, with full pay.

m After 7 hours' work on holidays. Sunday delivery prohibited.

n Allowed one-half day each week, with pay.

o For all time in excess of 60 hours per week.

p When Thanksgiving, Christmas or New Year occur on Saturday or Monday, one delivery with full pay.

q June to August, inclusive, 5½ hours on Saturday and 55½ hours per week, with full pay.

